



WELCOME

Office of Employer Ombudsman
2015 Employer Seminar



Michigan Work Share

A Layoff Aversion Program for Employers

What is Work Share?

- An option for employers to reduce employee hours instead of cutting the workforce
- Preserves jobs and a trained workforce during economic declines by providing pro-rated benefits to workers whose hours are reduced.

How Work Share Works

- Rather than being laid off, employees work a reduced number of hours and receive a portion of their potential weekly unemployment compensation based on the percentage of the reduction in hours
- If a worker's weekly benefit amount is \$360 and their hours and wages reduced by 20%, the worker would receive a weekly Work Share benefit payment of

$$\$360 \times 0.20 = \$72$$

Work Share Plan Eligibility

- Unemployment taxes must be current
- Experience account balance must have “positive reserve”
- Must have paid wages for 12 of the previous quarters
- Cannot hire new employees into effected work unit or transfer employees into the unit during a plan, nor reduce hours below the number allowed under the plan

Work Share Plan Eligibility (Continued)

- Certification that Work Share is in lieu of layoff
- Employee work hours reduced by at least 15% not more than 45%
- All employees in the affected unit must participate in the plan
- Plans may be approved for up to 52 weeks

Benefit Costs and Experience Accounts

- Work Share will be 92.7% federally funded
- 7.3% will be charged to the employer's account.
- Federal Funding currently set to end August 22, 2015 so employers should review the online application page for the latest information.

Application Process

Application filed through Michigan Web Account Manager (MiWAM) via UIA website

User Information: You are signed in as

<u>UI TAX</u>	<u>NAMES AND ADDRESSES</u>	<u>I WANT TO...</u>
Federal Employer ID	DBA Name TEST ACCOUNT	View My Profile
Contributing	Mailing Address 3024 W GRAND BLVD L-500 ATTN: LINI	View My Accounts
My Balance		Set Mail Preference
Pending Pymts+Rpts		Register Location Account
Pay Effective Balance		Use Voluntary Payment Worksheet
Payment Source		Register For Work-Share
		Terminate PEO Agreement

MiWAM - Submit Work-Share Plan

WORK-SHARE PLANS

To view details or modify an existing approved Work-Share plan, please select from the list below. To begin a new Work-Share plan application please click the button to the right.

**Work-Share Plan
Application**

Import

Cancel

WORK-SHARE PLAN APPLICATION EMPLOYEES

Welcome to the Michigan UIA Work-Share Application. You will be asked a series of questions to determine if your proposed Work-Share Plan can be approved by UIA. Confirmation of your approved plan, or an explanation of the reason (s) why your plan cannot be approved, will be sent to you today via a web notice after the application has been submitted. Please provide responses to the following questions and statements carefully.

What is the name of the work unit to be covered by your Plan?:

Required

Required

How many employees work in the affected work unit?:

Required

Are all employees in the unit covered by the proposed Work-Share Plan?:

Required

What is your proposed start date of the Work-Share Plan?:

Required

What is your proposed end date of the Work-Share Plan?:

Required

Does your plan cover the entire 52-week plan period, or just certain weeks?:

Entire Plan Period Certain Weeks

Is this Work-Share Plan application an amendment for a prior Work-Share Plan?

Yes No

What is the percentage of work reduction proposed for this unit?:

Required

Please read the following carefully:

I will provide full and complete reports to the unemployment agency relating to the operation of this Work-Share plan as required by the unemployment agency.

I agree I disagree

I will not hire new employees in, or transfer employees to, the work unit covered by this plan during the effective period of the Work-Share plan.

I agree I disagree

MiWAM – Manage Plan

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**Work-Share Plan
Application**

Filter

Plan Number	Unit Name	Reduction %	Begin	End	Status			
	REVENUE	45%	01-Feb-2015	05-Sep-2015	Approved	View Plan	File Certification	Terminate Plan

  

MiWAM – Certify

WORK-SHARE CERTIFICATION

Work-Share Certification for Plan: 400001

GREAT LAKES POWER & EQUIPMENT INC

Import Instructions: To load values from a file please click 'Import' on the left hand side.
Records can be reviewed using the below display.

[VIEW FILE FORMAT](#)

Employees

Employee Certification

 Delete this Record  Copy row  Add an Employee

SSN

Plan Number

Last Name

Certification Date 1

Required

FirstName

Certification Date 2

 Delete this Record  Copy row  Add an Employee

Questions

- Work Share questions can be answered at 844-967-5747
 - Option 1 – employers interested in additional information about work share
 - Option 2 – assistance with enrollment
 - Option 3 – employers or claimants with questions about your active Work Share plans
- www.michigan.gov/uia